Michigan Department of Corrections

F.Y.I.

Volume 20, Issue 23

October 20, 2008



LIFESAVING ACTIONS LEAD TO VALOR AWARD

Assistant Resident Unit Supervisor (ARUS) Kelly Holden-Selby is a fourteen-year veteran of the Michigan Department of Corrections (MDOC). Anyone who has ever met Kelly knows that she is a tough, yet caring person who is very capable of holding her own. She carries herself with confidence and a "you better think twice" attitude. Starting as an officer and now an ARUS, she understands the risks associated with working in a prison. Those risks became all to real for her on a routine day in July 2007 when she told a prisoner that his cell move request was being denied.



Left to Right: Officer Howard Wheeler, Kelly Holden-Selby, and Deputy Warden John Ocwieja.

It surprised her how quickly the attack came. With nobody to stop him, the prisoner lunged at Kelly, grabbing her by the throat and throwing her to the floor. She desperately fought back, but the initial shock and repeated blows to her head quickly took their toll. Kelly was on the verge of losing consciousness and possibly losing her life. The prisoner continued his assault, pounding his fist into Kelly's face and slamming her head against the tile floor.

Kelly's initial struggle with her attacker caused staff to take notice. Three officers in the immediate area, including Officer Howard Wheeler, responded to the commotion. Wheeler was first through the door. He was met by the prisoner's fist and a blow to the nose, breaking it and chipping a piece of bone from his skull. The prisoner then threw Wheeler over the desk and into the corner, turning his rage back toward ARUS Holden. Wheeler and the

other two officers continued to restrain the prisoner, meeting stiff resistance.

A call for help went out over the facility radio, and five more staff arrived to help restrain the prisoner.

Finally, the assault ended, leaving five staff in need of medical attention, including Holden-Selby who spent weeks recovering.

In all, 22 staff of the now-closed Southern Michigan Correctional Facility played a role in the incident. None may have played a larger role than officer Wheeler who was first through the door, and at the risk of serious personal injury, interrupted an assault.

His heroism, along with the courageousness of all of the staff who responded to the call for help, is commendable. For his efforts, Officer Wheeler received the Department's Valor Award. However, Wheeler would be the first to tell anyone that it was a group effort and everyone deserves an award for helping save Kelly that day.

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MPRI RECOGNIZED FOR SUCCESS

The Michigan Prisoner ReEntry Initiative (MPRI) has been chosen to receive a *Partner in Progress Award* from the Wayne-Metropolitan Community Action Agency. The prestigious award will be given on Oc-



tober 16, 2008 at the Wayne-Metropolitan Community Action Agency's annual meeting. It is the first time MPRI has received this award and shows the level of commitment and the positive strides being made by MPRI in Wayne and Monroe counties.



MPRI was recognized by the agency as providing and expanding resources available to those in the community as well as focusing on the success of people who have significant life barriers.

MDOC ACCEPTS ENERGY SAVINGS AWARD

The Michigan Department of Corrections (MDOC) has been honored with the 2007 Governor's Award for Excellence in Energy Efficiency. MDOC is the first state agency to receive the award since it was enacted by Executive Directive No. 2007-22.

Applicants were asked to clearly demonstrate

their organization's commitment to achieving superior energy efficiency practices and success in each of the five categories:

- Measured Energy Reduction
- Third-party Awards and Recognition
- Project Planning and Implementation
- Best Management Practices

Employee Awareness and Education

Applications were evaluated by a cross-agency team consisting of the Department of Management and Budget (DMB), Department of Labor and Economic Growth (DLEG) and the Department of Environmental Quality (DEQ).

Based on the team evaluation, it was recom-

mended the 2007 Governor's Award for Excellence in Energy Efficiency be presented to the MDOC. The Department has established many programs, policies and practices to integrate organization-wide awareness and reduction initiatives to foster cultural changes for long-term benefits. The MDOC outperformed the other applicants in three areas: Project Planning and Implementation, Management Practice, and Em-

ployee Awareness and Education.

The MDOC partnered with DMB for simplified performance contracting pilot initiatives, formed energy committees with various scopes, created initiatives to drive sustainability and provided training for many of their staff for both energy awareness and energy auditing. The MDOC is utilizing biodiesel to the extent possible, is

continuing to work with DMB Purchasing on a Request for Proposal to locate windmills at MDOC facilities, and is exploring opportunities for Solar voltaic (solar power technology) with plans to pilot this technology at a U.P. facility.

The MDOC has clearly out paced all other applicants with a broader array of initiatives, earning them the distinguished top award for their efforts.



From Left: Governor Jennifer M. Granholm, Director Patricia L. Caruso, Jerry Elmblad, Dave Flack and Barry Wickman.





OCTOBER IS NATIONAL DOMESTIC VIOLENCE AWARENESS MONTH

All across the nation October has been designated as Domestic Violence Awareness Month. This is an opportunity for everyone in our state and nation to raise their awareness on this health crisis.

Domestic violence is a family problem and is often inter-generational. It is a learned behavior and without proper assistance the cycle of violence and emotional scarring continues for generations. In addition, domestic violence can impact job performance by decreased productivity, frequent tardiness, and increased errors while at work according to *EDK Associates for The Body Shop*.

According to Suny Downstate Medical Center, domestic violence can be defined as a pattern of behavior that is abusive in any relationship that is used by one person to maintain and/or gain control and power over another. Examples may include:

- Threats or intimidation
- Name-calling
- Verbal abuse
- Destruction of property
- Controlling where you can go, and/or who you can visit
- Financial control
- Possessiveness and jealousy
- Physical harm
- Sexual assault

Creating disturbances at your work

If you are experiencing domestic violence, the following suggestions may be helpful:

- Inform your supervisor about your current circumstances so that they can assist you in developing a safety plan while you are in the workplace.
- Explore options available to you such as: flexible work schedules, formulating a safety plan for your home, and identifying relevant employee benefits.
- Seek advice on obtaining a Personal Protection Order.
- Contact the State of Michigan Employee Service Program for free confidential assistance.

If you've experienced any of the above examples of domestic vio-

lence, call for professional assistance. The State of Michigan Employee Service Program (ESP) is available to all classified State of Michigan employees and their family members. ESP counselors can assist by providing education, consultation and links to appropriate services. Call 800-521-1377, Monday - Friday, 8:00 a.m. to 5:00 p.m.

For 24-hour, 7-day-a-week assistance, call the National Domestic Violence (NDV) Hotline at 1-800-799-SAFE (7233), TTY: 1-800-787-3224. The NDV Hotline staff can advise you where to go for shelter and where to receive social and legal assistance.

The Michigan Coalition Against Domestic and Sexual Violence (MCADSV) has more than 70 domestic and sexual violence programs, and has agencies statewide. Call 517-347-7000; TTY is 517-381-8470. For more information, visit http://www.mcadsv.org/.





OCTOBER IS NATIONAL DISABILITY EMPLOYMENT AWARENESS MONTH

"America's People, America's Talent, America's Strength" is the theme for this year's National Disability Employment Awareness Month. "This year's theme conveys the tremendous contributions that these Americans can make in the workplace," says United States Secretary of Labor Elaine L. Chao.

On Thursday, October 30, 2008, the Office of Great Workforce Development, together with the Alliance of State Employees with Disabilities, is sponsoring "Enhancing Careers While Managing Disability: an Event for Employees and Managers Impacted by Disability," in room L-500 of the Cadillac Place, 3026 W. Grand Blvd., Detroit, MI. During the course of the day, representatives from over one dozen agencies that serve employees with disabilities and their managers will be available to explain their services and how to best utilize them. A morning and an afternoon presentation will provide perspectives and discussion about the challenges and opportunities posed by the disability experience.

"People with disabilities are the next great wave of diversity, and diversity fosters innovation to drive our economy and our nation into the future," according to Assistant Secretary of Labor Neil Romano. Sometimes diversity requires thinking and acting differently, in order to have a workplace that can best utilize the contributions of the entire workforce. However, the ability to think and act differently is itself an essential skill in the modern workforce, just as

true diversity is an essential value.

Consider this your invitation to stop in any time between 9:45 a.m. and 2:30 p.m. to obtain some information and share ideas on this important topic. Please direct any questions that you may have regarding this event to Dave Ware, Alliance of State Employees with Disabilities, at DaveACSW@comcast.net, or by calling 517-303-4320.



World renowned theoretical physicist Stephen Hawking continues to learn and educate despite nearly complete paralysis from the disease ALS.

MAP CONFERENCE SHINES LIGHT ON THE VALUE OF DIVERSITY

The 12th annual Minority Advisory Panel (MAP) Conference was held on October 10, 2008 at the Holiday Inn - South Lansing. Speakers reflected the tone of the conference, creating a diverse and powerful message of change.

Lansing Mayor Virg Bernero welcomed conference-goers and Harold Core, Director of Public Affairs for the Michigan Department of Civil Rights was the keynote speaker. Mike Montgomery, a Leadership Training Specialist with the Michigan Department of Corrections, discussed adjusting to technological change while Warden Nick Ludwick led a panel discussion on diversity.

The afternoon was filled with workshops on health and wellness, investment planning, I.D. fraud, and Employee Services.





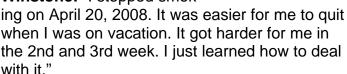
QUITTER'S CORNER



Rosanne Leland, MDOC's Life Services Coordinator, recently interviewed Officer Brian Winstone of Lakeland Correctional Facility (LCF):

F.Y.I.: When did you go to-bacco free?

Winstone: "I stopped smok-



F.Y.I.: Why did you go tobacco free? **Winstone:** "For better health and to save money and because the facility is banning it."

F.Y.I.: How long did you use tobacco products? **Winstone:** "I smoked for seven years."

F.Y.I.: What situations were most difficult for you to stop smoking?

Winstone: "When I was driving and when I was at work."

F.Y.L.: What/who helped you guit?

Winstone: "My wife and the fact that I have two young children. I also read a book entitled: Easy Ways to Stop Smoking, by Alan Carr. I would recommend this book to fellow co-workers as it has a lot of good tips for those who want to stop. I also took Chantix, a prescribed medication to help people stop smoking, and it helped."

F.Y.L.: Who are/were your support systems? **Winstone:** "My wife, definitely!"

F.Y.I.: What has your life been like since you stopped smoking?

Winstone: "I feel healthier, and I save more money now!"

F.Y.L.: What is a message for your co-workers who are trying to quit?

Winstone: "You have to want to quit. It takes willpower and a positive mindset."

FOR THE HEALTH OF IT: SIX WEEKS TO WELLNESS

With the Department's Tobacco Cessation Initiative right around the corner (February 2009), *Six Weeks to Wellness* may be a good option for Michigan Department of Corrections (MDOC) employees. The program, sponsored by Employee Benefits Division of the Michigan Civil Service Commission, encourages first steps and the continuation of health-promoting behaviors in an enjoyable environment. Everyone can participate! You and your co-workers have the freedom to decide what is best for your worksite. You can participate in the program individually or as teams.

There are two levels of participation. Level 1 is for beginners or those who have not participated in *Six Weeks to Wellness* before. Level 2 is for those employees who have previously participated in this program. Both levels receive points for: exercising, eating fruits and vegetables, increasing your fiber, not using tobacco products, not using alcohol, not using salt, safety belt use, daily back exercise, stress management-meditation and/or progressive relaxation.

To develop a 'wellness team' you need approval from your warden/administrator, a team coordinator, team captains, and participants. Participating on your own does not require any approval.

For more information you may contact the Employee Health and Wellness, WOW staff, at (800) 505-5011 or (517) 335-4153 to discuss ideas and ask any questions you may have.

If you are interested visit the WOW website at:

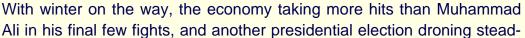
http://www.michigan.gov/mdcs/0,1607,7-147-22854_24290_24417-71849--,00.html





A DIFFERENT PERSPECTIVE

BY JOHN C. CORDELL





ily toward a mud-slinging crescendo, it's time to lighten things up. So let's talk about having fun at work. Surprisingly, most people go to work to actually work. They don't correlate work with fun. But they can. Fun at work is not about pizza parties and birthday gatherings, it's more about satisfaction and a feeling that we make a difference in the areas we influence.



Now, I realize we have numerous work rules and hundreds of policies and procedures in place to control any behavior that may result in fun, but I think it's still possible to have some fun without inviting an investigation.

So what can be done to make work fun? Parties, gatherings, and workplace challenges all make work more enjoyable and they break up the monotony

sometimes, but these are fleeting moments. They don't actually change the mood of the workplace in the long-term. So what does?

Work has to have value. Civil servants are driven by service not money, so there must be a reward for what we do. That reward comes in many forms, from compliments to inclusion, from recognizing the importance of our job to having input in how we do our jobs.

Work must provide positive growth potential both outwardly and upwardly. We should challenge workers to learn more within their current position, but also provide avenues of promotion for those who display the aptitude and potential. The best workers are the ones who learn their own job, and the job they seek, so that when the position comes open, they are the natural selection.

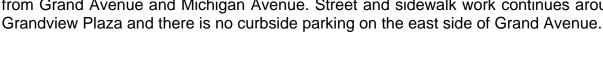
Management sets the tone. There's no need to look anywhere else for agency morale. When managers are happy and upbeat, when they show courage to make the right decisions, and when they recognize employees for the good work they do, it helps employee morale. When the CEO compliments an employee, it means a little more.

So, it turns out we don't need donkey races around the perimeter, silly hat day, or weekly chair massages to have fun at work (although the chair massages would be nice). What we need to enjoy work is managers with great attitudes about what we do, the recognition of doing a good job in the form of compliments, and the opportunity to move into roles of greater influence when the time is right.

Sounds pretty simple, eh?



Grand Avenue between I-496 and Michigan is now open. Grandview Plaza is accessible from Grand Avenue and Michigan Avenue. Street and sidewalk work continues around





CONSTRUCTION UPDATE!





PEOPLE MAKE THE DIFFERENCE



TRIANGLE FOUNDATION RECOGNIZES REGIONAL ADMINISTRATIVE ASSISTANT

TRIANGLE FOUNDATION

The Triangle Foundation - a leader in effective, innovative, and visionary grassroots organizing and advocacy for the gay, lesbian, bisexual and transgender community - is proud to recognize R Cole Bouck as one of five recipients of the 2008 Catalyst Award for his contribution to the community and more specifically his work in the Michigan Department of Corrections (MDOC). Bouck is an Administrative Assistant to the Correctional Facilities Administration (CFA) Region III Regional Prison Administrator (RPA). The Foundation honored Bouck and several other community heroes on October 12, 2008 at their annual State Dinner in Southfield, Michigan.

Upon receiving the news, Bouck acknowledged, "There are so many people out there, who, through volunteering, activism, and speaking out, are more involved (in supporting LGBT rights) than I on a daily and continuing basis. I would like to



Above from Left: Sean Kosofsky -Former Triangle Foundation Director of Policy, Cole, and Deputy Warden Nannette Norwood.

thank Director Caruso and Governor Granholm for their support, without which I would not have been able to achieve such success. I am extremely humbled to be receiving this award!"

OFFICERS SAVE A LIFE



From Left: Warden Cindi Curtin, Officer Dawson, and RPA Sherry. Officer Homrich was not available for the picture.

On June 17, 2008, Regional Prison Administrator Jeri-Ann Sherry presented Oaks Correctional Facility (ECF) Officers Bruce Dawson and Anthony Homrich with Lifesaving Awards.

On March 2, 2007, a 66-year-old fisherman broke through the thin ice of Pere

Marquette Lake, falling into the frigid water. Dawson and Homrich saw him go through the ice and knew they had to help. Placing themselves in danger, they inched out onto the thin ice to rescue him. By the victim's own account, if it were not for the actions of Officers Dawson and Homrich he would have died.









PEOPLE MAKE THE DIFFERENCE



CORRECTIONS OFFICER FIGHTS FOR THE LIVES OF HIS TWO SONS

Corrections Officer Dee McBee of the G. Robert Cotton Correctional Facility (JCF) has two sons with a fatal kidney disease. Kenneth, age 20, has two failing kidneys and is currently on dialysis three to four times per week. His younger son, Dee Jr., age 18, has the disease and will also need a kidney transplant.

The McBee family and their extended correctional family at JCF are desperately searching for suitable donors. Officer McBee has been raising funds to help a suitable donor offset any lost wages that may occur as a result of the postdonation recovery, generally about 3-4 weeks. To help out, JCF is holding a daylong bake sale on October 31, 2008. Please contact Sergeant Hughes and Officer Reasoner regarding the bake sale.



If you are an A or O blood type and think you may be a suitable donor, you could end up saving the life of one of Officer McBee's sons. Potential donors may contact the University of Michigan Hospital and talk to Sandy at: 734-615-3962 or Donna at:734-763-4228.

JCF OFFICER RECEIVES LIFESAVING AWARD

Officer Patrick Nnanabu of the G. Robert Cotton Correctional Facility (JCF) received the Michigan Department of Corrections Lifesaving Award from Regional Prison Ad-

ministrator (RPA) Bruce Curtis on October 1, 2008. While traveling to work on July 24, 2007, Nnanabu came to the aid of his co-worker Brian Madery, who had just been in a serious motorcycle accident. Nnanabu, a Resident Unit Officer at JCF, rendered emergency first aid to Brian, saving his life. This is just another example how MDOC staff perform selfless acts of heroism and go above and beyond the call of duty to help another From Left: Regional Prison Administrator Bruce human being. Brian's recovery is going well and he Curtis, Patrick Nnanabu, Brian Madery, and hopes to be back to work soon.



Warden Debra Scutt.

F.Y.I. Notes: This departmental newsletter is for and about you. While we can't fit every story into **F.Y.I.**, we want the content to be interesting, informative, and thoughtful. If there is something you want to see in **F.Y.I.,** e-mail me at cordeljc@michigan.gov with your thoughts, ideas, and stories. I read them all and respond to as many as possible.

